

**UNITARIAN UNIVERSALIST CHURCH OF ST. PETERSBURG
ANNUAL CONGREGATIONAL MEETING AGENDA
APRIL 24, 2016**

Call to Order

Welcome and Establishing of Quorum (20% of voting members)

Adoption of Agenda

Approval of Minutes of April 19, 2015, Annual Meeting

President's Report

Minister's Report

Music Director's Report

Treasurer's Report

Financial Secretary's Report

Board of Endowment Report

Committee Reports

Nominating Committee Report

Election of Trustees and Officers

Adoption of Proposed Budget for Fiscal Year 2016-2017

Old Business

New Business – Approval of By-laws changes

Adjournment

**Minutes for the Annual Congregational Meeting
Unitarian Universalist Church of St. Petersburg
April 19, 2015**

Call to Order

- The meeting was opened by Board of Trustees President Lori Price at 12:09pm. Michael Pohl acting as clerk in place of Dani Skrzypek, who was unable to attend.

Welcome and Establishing of Quorum (20% of voting members)

- 34 members present. Quorum established.

Adoption of Agenda

- **Cynthia Patterson** moved to adopt the agenda. **Ian O'Hara** seconded. Agenda adopted.

Approval of Minutes of May 18, 2014, Annual Meeting

- **Reggie Craig** moved to approve the Minutes for the Annual Congregational Meeting of May 18, 2014. **Jane Fanning** seconded. Minutes approved.

President's Report

- **Lori** highlighted amazing progress over the past year, giving special recognition to Rev. Jack Donovan and to new members who made an immediate impact. Very positive about where we have been in our 100 years, where we are, and where we are going. A lot of love in the last year.

Minister's Report

- No additional comments or discussion.

Religious Education Coordinator's Report

- No additional comments or discussion.

Music Director's Report

- No additional comments or discussion

Committee Reports

- No additional comments or discussion.

Nominating Committee Report

- No additional comments or discussion.

Election of Trustees and Officers

- **Dave Coale** moved to elect the slate as presented. **Penny** seconded. All approved, none opposed, none abstained.

Adoption of Proposed Budget for Fiscal Year 20152016

- **Lori** : Budget is not ideal; many generous members upped their pledge (about \$12k extra), but still \$20k short of goals. Responded with additional cuts and additions from endowment and building rental. Recap of shortfalls: Minister's salary; RE salaries; bookkeeper; B&G maintenance budget; UUA dues; projector and computer budget; SJ budget. Did not project lower costs with new HVAC system, although that is the hope. Presented balanced budget. Very hopeful that income will increase as the coming year progresses, and restore money to various programs.
- **Penny Duff** moved to accept the budget as presented today. **Cynthia** seconded. All approved; none opposed; none abstained. Budget approved.
- **Jane** noted progress on new process to give in other ways, such as stock donations.
- **Darren Stowe** encouraged all to look into Endowment Board's annual report. Appreciated the desire to wean ourselves off dependence on endowment, but strongly encouraged using the 5% from endowment.

Old Business

- None.

New Business

- **Dan Greenfeld** : Move to Amend resolution. **Dave** moved to support the resolution. **Geneva Nelson** seconded. All approved; none opposed; one (Ian) abstained. Motion passed.
- **Lori** : Read Jill's nomination of Reggie Craig for the Florida District's Unsung Hero Award. Standing ovation for Reggie!
- **Milagros Padilla** : Thanks to Lori and the Board for setting a new tone for the church and for their hard work.

Adjournment

- **Cynthia** moved to adjourn. **Laurie Clement** seconded. Meeting adjourned at 1:03pm.

Recorded by Michael Pohl

Annual Congregational Meeting – April 24, 2016

From the Board of Trustees:

This has been a great year for our congregation in many ways. We celebrated our 100th year as a congregation with some wonderful events and were able to welcome many new members this year.

We completed our new HVAC and alarm systems, put in a new assisted listening system, repaired our organ and handbells, and purchased a new computer for the office. With all of these infrastructure upgrades, we have been mindful of our budget and successfully lived within our income, using only the budgeted monthly amount designated from the endowment fund. We are also working with our Buildings and Grounds Committee on the best ways to improve our second-floor spaces in Conway and also the small building known as the Little House.

Our staff has done an exceptional job on a limited budget and we appreciate all they do for UUSP. Religious Education has expanded their programming and continues to grow and reach in new directions. We have agreed to pay for a position as Communications Coordinator and also a commissioned position of Facilities Coordinator. We hope that these two positions can help us grow and generate other income by increasing our marketing efforts for both our rentals and our church membership. We have also agreed to pay for professional cleaning services to maintain our building interiors and help us put our best foot forward, as well as pay for professional accounting assistance to help us navigate our financial pathway.

Many thanks go out this year to the many hard-working people who give of their time and efforts to make UUSP function, far too many to mention, but I'd like to especially call out just a few for special mention:

- Board member Cynthia Patterson for leading the re-instated Program Council, so that our many active committees have a good forum to communicate with each other
- Michael Pohl and the Religious Education committee, for expanding the RE program and adding so many new and exciting aspects to it
- Buildings and Grounds committee, who have done so much work in getting our building renovations completed
- Susan Burnore and the Canvass committee who created and led the most fun, loving, and uplifting pledge campaign we've ever had, and also the most successful
- Dave Coale and the Membership committee who do so much to welcome our visitors and new members
- Don Hill, who has served us so well as Sexton and also gotten our Facility Coordinator position set up for success and generally pitched in any time anything needed to be done around the building
- And lastly, Reverend Jack Donovan, who has led us with such grace and humility and love, brought us thoughtful educational programs, and provided interesting and insightful sermons, along with too many other things to count!

To these and all the others who have worked to make this such a good year, I extend my greatest thanks and appreciation. This is what makes us a community – working together toward our common goals, sharing our UU values, and supporting each other.

Your Board of Trustees sees a continued upward trajectory at UUSP in new members, greater services provided, a better equipped physical facility, and stronger community bonds. We are committed to continued growth of both spirit and congregation. We believe we are poised to benefit from our unique position in downtown St Petersburg, offering our message of liberal religion to welcome all those UUs out there who just don't know they are UUs yet!

Lori Price, President, Board of Trustees

MINISTER'S ANNUAL REPORT (4/13/15 – 4/09/16)

In my annual report to the congregation last year (having been serving the congregation for six months at that time), I cited The Pilgrim Covenant as a good description of how our church community was functioning. In the past year, this spirit has continued:

“We pledge to walk together in the ways of truth and affection as best we understand them now or may learn them in days to come -- that we and our children might be fulfilled and that we might speak to the world in words and actions of peace and good will.”

It seems to me that the members and friends of UU St. Pete are fulfilling the terms of this pledge wonderfully. Thank you all for helping one another and our world as we make our journey. I love the way you welcome all souls to our midst. Personally and vocationally I feel blessed to be amongst people who devote themselves so much and so well for the life of the congregation and all circles of life and community.

SOME HIGH POINTS OF THE PAST 12 MONTHS (from the minister's perspective)

With an inside view, I got to see a lot of impressive things in our church:

Leadership:

- Board of Trustees direction last spring of the UUA's Smart Church program to help operationalize the covenantal character of our church polity;
- BoT and Committee leaders participating in a Leadership Retreat on the interpersonal quality of their work (budget, staffing, committee oversight, and program priorities) to strengthen the life of the church;
- The diligent and caring work for the life of the congregation and the community by the leaders and members of our committees for Buildings and Grounds, Centennial Celebration, Communications, Hospitality, Membership, Religious Education, Social Justice, and Worship;
- The quiet, diligent work of the UUSP Board of Endowment to ensure that the endowment funds of the congregation are well and properly managed;
- Responsiveness to staff needs: new computers for the office; repair of the organ and hand bells; and a change in mailing address to help people find us on our Centennial (our address is now recognizes that we are at *100 Mirror Lake Drive*);
- And last but not least, we had the most awesome and inspiring Pledge Campaign this spring, led by an awesome and inspiring campaign team.

Staffing: Yay and thanks for our staff.

- Our church staff expanded with the hiring of people who have served us very well in the roles of Religious Education coordinator, office administrative assistant, and sexton.
- Their service has helped amplify the continuing excellent service of the music director and musicians and the RE teachers and child care staff.
- The BoT also initiated a plan to add some paid hours for a communications coordinator and a building rental coordinator, both positions now in search.
- I feel we have been very fortunate over this year to be served by Nic Filzen, Lisa Hill, Jeri Huempfer-Gatz, Don Hill, Rene Carroll, our musicians James Riley, Josh Cessna, Erin Seibert, and Sara Silverman.

Programming: We've had a busy year being the kind of church that is needed in our world. The various committees will report on the many good things they have done. I will add here the

efforts this year to provide UU St Pete members with opportunities for spiritual and faith development and for having a community of friends. These included:

- Three Centennial Celebrations (with great thanks to Barbara Riddle-Dvorak for creating the Famous UU Quotes booklet and "The Great UU Debate Party", and to Ginny Respass who along with guest Rick (Holy Mole) Hotton turned the idea of Epiphany into music for our souls);
- the Covenant Group program - growing from one group to six, involving about half the congregation so far in circles of friendship and meaning - thank you, leaders!;
- Tuesday Meditation and Brown Bag Lunch Hour - a small, enlightened, and well-nourished gathering;
- Wednesday Religious Studies (which just completed a seven month comparison of our personal beliefs about Reality, Morality, and Authority with those of science, early Unitarianism, early Universalism, and scriptural Hinduism, Buddhism, Judaism, Christianity, Islam, Confucianism, Taoism) - about a third of UUSP participating over the series;
- Pre-Sunday Service discussions of the great questions of now and always;
- A seven month exploration of the Sunday Service theme, *The Seven Dimensions of Spiritual Potential (What, Why, How)*;
- Post-Sunday Service discussions of sermon questions;
- Several series of orientations to UUism for prospective members, with on-going experiments at welcoming new members (thank you, Membership Committee);
- Fall and spring Saturday Morning Meditation Retreats;
- The beginning of a new Coming-of-Age class for our young people who have come to the life-stage of freedom and responsibility for living by life-enhancing values.

Celebrations of Life:

- Memorial Service for Waldo Rowell, November 8, 2015;
- Baptism/Dedication of Orion Archimedes McAlavy, December 6, 2015;
- Memorial Service for Rick Oldensky, January 9, 2016.

Denominational and Ecumenical Activities:

- UUSP hosted the Cluster Holiday Service;
- Minister provided eulogy at Annual Homeless Memorial Service in December, with UUSP members in attendance;
- Minister and UUSP members attended Cluster Annual Spring Renewal Program;
- Minister and UUSP members attended Cluster Annual Spring Retreat;
- Minister attended FL UU Ministers (FUUMA) fall retreat on *Black Lives Matter*;
- UUSP and minister hosted FUUMA spring retreat on *Congregational Health*;

For the coming year, here are some capabilities I think we'll find important to enhance:

- Our Care Committee's assistance members in need of help with transportation, meals, or respite;
- Our Membership Committee's assistance to new members with meeting people and connecting with programs and activities of interest;
- Our congregational support to members in their efforts to serve the priority needs of the community;
- Our (currently *ad hoc*) Communications Committee's effort to let the many folks of the community know what our church does and how we might be good for them;
- Our church activities that give members opportunity to develop long-term friendships;
- Our religious studies programs to help members continue the journeys of spiritual and faith development that fulfill life and build great communities

**If you have further ideas for fulfilling our reasons for being, please come talk.
Blessings for you and our new year together,**

Jack Rev. Jack Donovan UU Church of St Petersburg

MUSIC DIRECTOR'S ANNUAL REPORT 2015-2016

I continue to be very proud of the way that the music program has grown within the UUSP community. We have very dedicated folks in both the bell choir and vocal choir. For the most part we have discontinued the busker program, but it has been replaced by *Second Sunday*, a musical group managed by Laurie Clement and Anne Hall that can perform different styles of music than the regular choir can offer. I personally have a huge smile on my face after each of their performances!

I'm especially excited about the steady musical growth of both choirs. This is due to the clear dedication of everyone involved, but also because we have some new folks that have contributed strong musical leadership. As we continue to grow in number, it is my mission to remind everyone that we do it to offer joy and beauty to ourselves and the congregation. I believe I have found a wonderful soprano section leader, Corinne Bach, who will offer further leadership and musical ability that will make the choir more gratifying for everyone. I continue to look for a bass and/or alto section leader.

After taking over for Erin Seibert, who resigned after getting hired for a full time job that conflicted with Sunday mornings, James Riley joined us as our primary pianist. He has been an incredible musical partner for me this year. His amazing maturity and responsibility has made my job much easier than in the past, he offers us a great variety of repertoire played with ever increasing technical and musical growth, and the best thing is that he is a UU himself.

Josh Cessna returns once a month to play the organ which was repaired last summer; however, we continue to have technical difficulties with the instrument. A problem that I believe will persist until we are able to leave the AC on in the sanctuary perpetually. This problem will also affect the long term health of all of our expensive instruments.

After discussing it the past two years, we have finally been able to implement a "Music Sunday!" This Sunday, April 10th, 2016, the choir is performing the great Schubert Mass in G Major. I'm incredibly proud of the choir's work on a very difficult piece and I look forward to continuing to offer them challenging yet rewarding music each year for this event.

Integrating children into the choirs is also a passion of mine. Right now we have two young ladies that are regular participants (Marissa Pohl and Willow Barner), but I hope that as our congregation grows and we have more kids, that we will have even more interested in performing with us.

I sincerely hope that music at UUSP can continue to be a positive spiritual and emotional experience for all and can continue to be just one of the many great aspects of our UUSP community.

Nicholas J. Filzen, Music Director

**Unitarian Universalist Church of St Petersburg
Treasurer's Report**

Annual Congregational Meeting – April 24, 2016

The following paragraph is the way my report began last year:

Our 2013-2014 fiscal year was a low point for our church with a year-end deficit of over \$24,000. Thanks to prior years' surpluses and withdrawals from our Endowment investment fund, we were able to maintain the cash flow necessary to stay afloat, but we started this fiscal year last July knowing we had a tough financial situation to deal with. But deal with it we did! Through careful control of expenses and generous contributions from members, we have arrived at a point where we anticipate a much smaller deficit for the fiscal year that ends on June 30, 2015. If we stay on track, we should see a much rosier situation in the next fiscal year.

I am extremely happy to report that we did have a much smaller deficit for 2014-2015 and that we have an even rosier situation this fiscal year. In fact, we are anticipating a healthy surplus on June 30, 2016. Why have we had such a turnaround in just two years? I attribute it to three factors: (1) Jack Donovan has been willing to work as a full-time minister while being paid as a part-time minister; (2) our church leadership has been very responsible in controlling expenses; and (3) our church members and friends have been most generous and committed in supporting our church.

Income:

With three-quarters (75%) of our fiscal year completed, we have received 91% of our budgeted income for the entire year. That's very good news. Even better news is that we have received 94% of our pledges – we are a generous congregation and we keep our promises to each other!

Expenses:

Although our expenses seem to be under control at this time, we know from past experience that many members pay our bills personally and then either get a reimbursement for the expense or make a contribution of that amount. As a result, we receive the notice of the expense several weeks – sometimes even several months – after the actual expense takes place. Right now, we show expenses that total 76% of our annual budget, but we know that there will be additional expenses reported.

Summary:

With the anticipated surplus of income over expenses, we have the opportunity this year to adjust some of our planned spending and to rebuild our "rainy day" fund to cover any unanticipated expenses in the future. The Board of Trustees will be making these decisions as the fiscal year closes.

Sally Carville, Acting Treasurer

**Unitarian Universalist Church of St Petersburg
Board Financial Summary July 2015 – June 2016**

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
Money In:													
Pledges	18,033	6,404	5,954	16,857	8,259	15,558	6,820	8,438	6,844				93,167
Endowment	1,250	2,450	0	1,300	2,500	0	1,250	1,250	1,250				11,250
Sunday Service	1,192	1,260	932	956	1,805	7,005	1,866	2,071	1,432				18,519
In Kind Contributions	17	0	24	65	24	0	84	0	1				215
Special Projects	0	0	0	96	0	27	0	0	0				123
Building Use	225	380	577	525	375	1,537	635	501	549				5,304
Other Income	55	23	18	988		17	1	16	1				1,119
Total Money In:	20,772	10,517	7,505	20,787	12,963	24,144	10,656	12,276	10,077				129,697
Money Out:													
Administration	1,945	1,586	2,293	1,849	1,330	2,320	2,777	2,406	4,392				20,898
Building/Grounds	3,365	2,744	2,391	-1,151	2,741	13,945	2,407	3,170	3,623				33,235
Programs	75	11	19	67	10	151	436	651	264				1,684
Religious Education	1,561	1,424	1,934	1,683	1,357	1,283	2,104	1,305	2,420				15,071
Worship/Music	2,148	3,268	5,341	3,757	4,335	4,175	4,862	4,310	5,675				37,871
Total Money Out:	9,094	9,033	11,978	6,205	9,773	21,874	12,586	11,842	16,374				108,759
Net Operating Income:	11,678	1,484	-4,473	14,582	3,190	2,270	-1,930	434	-6,297				20,938

BUDGET	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	
Pledges	5547	4634	9295	8095	7601	17014	7303	7296	9807	6587	5477	10120	66785
Endowment	1250	1250	1250	1250	1250	1250	1250	1250	1250	1250	1250	1250	10000
Sunday Service	720	513	866	701	714	3902	1029	1402	2587	1022	704	840	9847
In Kind Contributions													0
Special Projects	33	33	70	132	273	193	119	431	228	148	53	87	1284
Building Use	926	400	479	1054	379	779	506	3299	942	753	678	1805	7822
Other Income													0
	8476	6830	11960	11232	10217	23138	10207	13678	14814	9760	8162	14102	95738
													0
Administration	2020	1854	2412	1732	1788	1801	2030	1765	3485	1834	1765	2014	15402
Building/Grounds	2656	3050	3272	2879	2534	2458	16125	2363	2812	2234	2840	2953	35337
Programs	232	232	329	233	233	232	304	232	542	642	232	232	2027
Religious Education	1456	1456	2181	1454	1454	1453	1453	1453	2181	1453	1453	1453	12360
Worship/Music	3199	3198	5537	3934	3935	3936	3936	3936	5906	3936	3936	3936	31611
													0
	9563	9790	13731	10232	9944	9880	23848	9749	14926	10099	10226	10588	96737

Financial Secretary's Report to the 2016 Annual Meeting

UUSP completed a pledge drive that was actually joyous, with members making their pledge commitments out of love and gratitude. The result was a near record amount: **\$134,642**, promised by 87 pledge units. If the members who have not yet pledged simply matched the pledges they made last year, we would have an additional \$8710. However, \$134,642 is an increase of \$34,942 over the \$99,700 raised at the end of the 2015-16 pledge drive. During the course of the 2015-16 fiscal year, newly added members pledged an additional \$11,837, giving us a working total of \$111,537 for the past year. The Board of Trustees was able to approach the budget writing process for 2016-17 in a much more positive way; \$134,642 allows for better funded programs and staff positions and provides a good foundation for the continuing growth of UUSP. Dani Skrzypek, Financial Secretary

Board of Endowment Annual Report

The composition of the BOE did not change in 2015-16. The members are:

Darren Stowe, Chairman	Kent Fanning, Vice-chairman
Nancy Clark, Treasurer	Karen Frank, Secretary
Theresa Kelly	Barbara Rowell

The Endowment Board met four times during the Church year, three of those times with Chris Coram of UBS. Chris rejoined us this year as our advisor.

The Endowment Fund consists of actively managed assets and the Chubb Remainder. The Chubb monies are managed by Wells Fargo and the UUSP will inherit one-third of the bequest amount upon the expiration of the other two beneficiaries. At this time, the UUSP has no access to the Chubb monies or its earnings. The starting and ending balances are:

	UBS	Chubb
June 2015	\$261,539.94	\$418,683.03
December 2015		\$396,263.76
March 2016	\$275,701.11	

The Endowment funds will have contributed \$15,000 in operating funds to the Church for this fiscal year. This amount is below the 5 percent contribution anticipated by the by-laws. The Endowment Fund received gifts this past year in memory of Waldo Rowell. Other contributions of stock were all or part of pledges.

Recently the chairman of the BOE listened to the quarterly (March 2016) investor call of the UUA endowment (UU Consolidated Endowment Fund [UUCEF]) investment committee. Although UUSP does not participate in this fund, the investing strategy of the UUCEF is of interest. The investing strategy is nearly identical to that of UUSP with a mix of domestic and international equity funds and fixed income. The investment committee noted that the current and anticipated volatility in markets provides opportunity for active management. UBS provides active management to the UUSP Endowment Fund, which outperformed the UUCEF fund during the most recent quarter.

COMMITTEE REPORTS

Religious Education Committee Annual Report 2015-2016

Members: Dolores Benjamin (treasurer); Beate Hughes-Brown; Morgan Gresham (clerk); Jill McCracken; Michael Pohl (chair); RE Coordinator: Lisa Hill; Minister and advisor: Jack Donovan

Wow! What a year! We kicked this year off with a first-ever week-long children's camp at UU St. Pete- Hogwarts School of Magic and Fun. We had 35 children attend the camp and several members of the congregation volunteered to make this spectacular! The camp was entirely self-funded, even turning a small profit, which the RE Committee used to supplement the RE program budget. Most of the children that attended the camp were not members of UU St. Pete- however, several continued to come after camp was over.

We hosted another camp - The Jedi Academy, this spring. This camp was for older children and allowed us to discuss meditation, self-growth and insight in a fun way. The campers made a short video of their adventures. In all, we've had 50 children attend camps here, with another 45 campers signed up for Hogwarts this summer (yes! It is already full)!!

In the classroom, our multi-age classes continue to grow and develop. We currently have three classes: Spirit Play for Kindergarten-2nd grade (4 regular attendees); Spirit of Adventure for 3rd-5th grade (5 regular attendees) and Popcorn Theology for youth (4 regular attendees) and with many more sporadic attendees, we are averaging 12-14 children/youth each Sunday. Our nursery has also seen an increase in activity with 4 or more regular attendees.

In January, we hosted *Our Wholes Lives* facilitator training, bringing in 23 UU's from across the country to participate in training. This self-funded program allowed us to train 4 UU St. Pete facilitators, purchase teaching materials and offer *Our Whole Lives* classes for children ages Kindergarten - 6th grade. This valuable education experience kicks off in April and can be offered in subsequent years for those that miss this class. We are also beginning a Coming of Age class for our youth, running April-June.

Throughout the past year, we have incorporated a couple of non-traditional multi-aged services. *Outlawing Jelly Beans and other Injustices* taught us about the collective power of our voice to end injustices. *The Right Way to Right Speech* taught us not only the importance of what we say, but how and when we say it. Each of these services has engaged the children, youth and other congregational members in new and fun ways.

We have hosted many smaller, one-time events such as a youth cluster movie (with other UU youth from neighboring congregations), fall festival, and our annual Easter egg hunt, all of which were successful, fun, inviting ways to spend time in our UU community.

In the coming year, we hope to continue to structurally support the programs we have created this year, offering comprehensive religious education to the children and youth of our community.

Building and Grounds Annual Report 15 /16

Building and Grounds continued to focus on upgrading the grounds and buildings this past year. With the completion of the HVAC system and alarm systems we now have a safe, secure and comfortable environment.

With the generous contributions from many of our members we now have new assisted listening system in the sanctuary.

The little house and playground are going through a total renovation thanks to Don Hill, Reggie Craig, Laurie Clement, Tee Taylor and helpers. We have had several successful "work parties" transforming many areas of the church property.

Security has been greatly improved by tracking keys and rekeying exterior doors

Tommy Venterease continues with his expertise in the restoration and preventive maintenance of our buildings

Our focus in the coming year, is to continue refurbishing select areas of our buildings, improve signage, paint the exterior sanctuary walls, improve our interior / exterior lighting, improve landscaping, install new doors in RE and begin preliminary drawings for the elevator and parking lot entrance.

We are looking to gain more income from rentals in the coming year as we continue to improve our buildings.

B&G Committee

Hospitality Committee Annual Report 2015-16

Hospitality has flourished under the direction of Mike Fitzgerald, with help from Sue Price, and co-chair Kevin Wamboldt. Both Mike and Kevin worked to create a proper budget for this important part of church life. Kevin is happy to be Chair of Hospitality for next year.

Membership Committee Annual Report 2015-16

This year's report is mostly good news. Sunday Service attendance has most often been over 100 each week during the winter months. Fourteen people have signed the Membership book since July of 2015. In addition, there are at least 14 people attending membership class. I expect that the majority of these people will sign the Membership book at the conclusion of the class.

Despite lacking Membership Committee members, the membership committee has been able to fulfill many of its Membership Charter because of help from other sources. Administrative Assistant Jeri sends out welcome emails to all who sign up for InfoNet. The Worship Committee has taken over the function of recruiting Sunday Service greeters. Most importantly, Rev. Jack is now offering a three-session class to prepare those who expressed interest in becoming members. The class will be offered again this fall.

The hiring of a Communication Person and the Communication Committee are offering help on three projects Membership wants to move forward on:

- 1) Resurrecting and updating of a tri-fold pamphlet called: "UUSP – How to Get Involved"
- 2) Revising and updating our tri-fold visitor pamphlet that we hand out to new visitors
- 3) Creating a business card sized information card to pass out at various places around St. Petersburg

The information card, in particular, will be modest but important step to proactively attract visitors beyond our UUSP webpage.

Finally – and with the promised help from some prospective members, the Membership Committee would like to start follow up phone calls to those who have visited more than once and have asked for a returning visitor nametag. We envision the phone call about a month after the nametag is made. It will be a way to get feedback as to how well we are doing in attracting visitors and moving them up to become more involved and on to membership.

Dave Coale, Chair, Membership Committee

Social Justice Annual Report 2015-2016

At this time the UU St Pete Social Justice Committee includes these four subcommittees:

- American Promise & UnKoch My Campus
- Fair Trade Coffee & Chocolate Sales
- Farmworker/Immigrant Families
- Homeless Community

This year the *Move to Amend* subcommittee expanded their focus to include a response to the Koch Brothers' influence on campuses. While honing their work regarding the Constitutional Amendment – they renamed themselves: American Promise.

Each of the four subcommittees plans projects to address the issues faced by those in need. Some projects are **Outreach** – like feeding the Homeless and supporting immigrant families.

This past year we continued our **Justice** efforts – wanting to address systemic issues. Examples include supporting the Coalition of Immokalee Workers campaign for Fair Food, advocating against punitive immigration legislation at the state level, working with homeless coalitions to improve services on both the county and municipal levels and economic justice thru our *Fair Trade Chocolate and Coffee* sales.

And we continued to offer **Educational** opportunities to our congregation via speakers explaining why an amendment to the US Constitution to limit and manage the money spent on elections is needed, the plight of immigrant families and farmworkers, an award winning film about an undocumented father and his son and a series of local speakers sponsored by the downtown homeless coalition of churches: Celebrate Outreach

We also maintained and strengthened our partnerships with other organizations – The Society of Friends, Coalition of Downtown Churches, Florida Immigrant Coalition, Interfaith Action of SW Florida and the Unitarian Universalist Service Committee.

Each subcommittee's report is on the following pages. We use a shared leadership approach and work together to plan projects that encourage and facilitate the participation of all congregants. YOU have, and we are most THANKFUL!

Karen Coale, Farmworker/Immigrant Families

Karen Frank, Fair Trade Coffee & Chocolate Sales

Reggie Craig, Homeless Community

Dan Greenfeld, American Promise & UnKoch My Campus

American Promise & UnKoch My Campus Annual Report 2015/2016

American Promise Mission: Help passage of an amendment that states that only natural persons and not corporations have constitutional rights and states that money is not speech.

We are working on having resolutions in support of our mission passed by political subdivisions within Pinellas County.

Had David Cobb, one of the founders of Move to Amend, speak at UU St Pete and in Tampa about the issues of Money as speech and corporations as people and their effect on our democracy.

We found another group, "American Promise" suited our goals better than "Move to Amend" so we have changed our affiliation.

Publicized and arranged for buses for Democracy Spring and Democracy Awakening demonstrations and congressional visits in Washington, DC.

UnKoch My Campus Mission: To make people aware of the Koch's efforts to instill their corporatist values at colleges and Universities.

Plan visiting Florida colleges and Universities and speaking to students and recruiting student leaders.

Subcommittee chair: Dan Greenfeld

Fair-Traded Coffee & Chocolate Sales Annual Report 2015/2016

The UUSC Coffee Project is an innovative way, through Fair Trade, for our congregation to reach out to small farmers in the coffee-growing world, allowing us to strengthen economic justice by our choices. As of December 2015, the Social Justice Committee has begun its eight year of offering Fairly Traded Coffee, Tea & Chocolate products for sale, twice monthly, after the Sunday service. Each purchase benefits the work of our church, as the funds raised go into the Social Justice budget and will help to support the work of our Green Sanctuary committee.

For eight years, our congregation's continued support of these efforts has been helping to transform the lives of these small farmers, and their families, around the globe, helping the UUSC continue its commitment to their human rights, and helping our church community to live our mission.

Subcommittee chair: Karen Frank

Farmworker/Immigrant Families Annual Report 2015/2016

This subcommittee identifies outreach, educational and justice projects that support farmworker and immigrant families.

Major Activities for this year included:

1. Our biggest new project for the year is to work with Gulfcoast Jewish Family Services Resettlement Office to support refugee families who resettle here in St Petersburg. Late December we began with an adult family from Cuba and are now supporting three Congolese

families – each with school age or younger children. The outreach from UU St Pete has been heart warming.

2. We continue to support the advocacy and education effort of the Coalition of Immokalee Workers (CIW) who visited our congregation this year and as we held an informational evening including dinner. They provided an update on their success and plans, which include expanding into strawberry fields. Whole Foods now sells fair trade strawberries with their logo on the packaging.
3. We provided gift cards to the mothers of two families to buy Christmas gifts for their children.
4. Comprehensive Immigration Reform remains stalled in the US House of Representatives. However the Florida Legislature filed seven immigrant-impacting bills in the most recent session. Six were negative, and one helped immigrant children get quicker access to health care. Fortunately the six harmful bills did not pass the Florida Senate.
5. Our educational efforts included learning about the unaccompanied children from Central America and how they are treated at our border. A recent *Share the Plate* will help those who arrive in Tampa Bay gain legal representation. We also viewed and discussed the award winning film: ***A Better Life***.

All of the above accomplishments were only possible with your generous support. THANK YOU!

Subcommittee chair: Karen Coale

Homeless Community Annual Report 2015/2016

The Homeless subcommittee takes to heart and carries our mission forward -- offering compassion and advocating for the rights of the homeless.

Through the initiatives of the Homeless Community subcommittee, the generous support of this congregation and other faith based groups we partner with, we continue to be on the front line of homeless issues with direct outreach, political action and support to local agencies.

We raise funds to support, through monthly and annual fund raisers, established and emerging outreach institutions. Including Daystar, Free Clinic- Beacon House, Woman's Residence, Family Promise Pinellas County, Pinellas County Homeless Leadership Board and Celebrate Outreach.

In addition to helping fund our many partners -- immeasurable hours are also contributed by many church member volunteers.

Our Friday night Picnic in the Playground is one example of the level of commitment in our Church. This interfaith weekly event serves over 5000 meals annually to all those in need. This service has been held up as a positive model for other groups to follow. In April we celebrated 7 years of continuous service.

Our Beacon House servers continue to serve meals every Monday evening of the month throughout the year

With our children on "Food collection Sunday" we collect nonperishable food for distribution to those in need.

With our partner Celebrate Outreach we sponsor a monthly community forum, in Gilmore Hall, Bringing in expert presenters to share knowledge on eradicating homelessness and ways to navigate existing and emerging services to benefit the marginalized poor. This past year guests have included St. Petersburg's mayor, police chief and several city council members.

Our members have helped co-sponsor the National Memorial Service held every December to remember those in our community that have died without homes.

This year we are planning an active participation with the interfaith group "Promise Pinellas County of Pinellas County" offering financial and human recourses to help families escape homelessness.

We remain flexible and open to new ideas for finding solutions to the ever-changing landscape of homelessness.

Thank you for your continued support!
Subcommittee Chair: Reggie Craig

Family Promise

Family Promise volunteer training took place Sunday, April 3 with approximately 10 congregants from UUSP and two others from participating congregations. Led by Debbie Nash, Executive Director, it focused on maintaining the dignity of homeless families in the face of hardship. This group we serve are families (3-5) who are "situationally" homeless vs. chronically homeless. The families sign a contract to participate in the program and receive counseling, financial, job, child-rearing, and health from Family Promise staff whose intention is to have these families placed in jobs and housing in less than 75 days without repeating the program.

UUSP serves as a support congregation and we have been paired with St. Luke/s United Methodist Church on 5th Ave. N. Our first week starts Sunday, April 10th and will last a week. There are 3 areas of need: hospitality teams for 6-9pm every evening, overnight until 6:30am, and staffing the Day Centre on the weekend. All participants, except food preparers, are required to participate in training. Families are encouraged to participate.

Submitted: Nancy Miller

The Worship Committee had a change in leadership during the year with the departure of Meredith Keith-Chirch and the arrival of Susan Burnore and Sabine von Aulock (co chairs).

Members: Paul Burnore, Susan Burnore, Sally Carville, David Coale, Reverend Jack Donovan, Michael Pohl and Sabine von Aulock

Accomplishments

- Developed the framework for excellent Sunday services, tweaking placement and inclusion or exclusion of service components depending on concurrent themes.
- Developed standards for Sunday Service guest speakers
- Creation of scripts for worship leaders in order to provide consistent and professional quality performance
- Formalizing Worship Service Checklist to be assumed by Worship leaders and Sexton
- Provided well-received Sunday services.
- In the quest to identify as a full-year church program, sought shifts in special Sunday service, e.g., Water Communion, Homecoming, Day of the Dead, etc.
- Encouraged the participation of children and youth in lighting the chalice on Sundays.
- Developing and implementing Sunday Service feedback tool.
- Designing and arranging for acquisition and installation of exterior banners:
 - o Blacks Lives Matter
 - o Unitarian Universalist rainbow
 - o Standing on the Side of Love
- Collaboration with music director in expanding repertoire of hymn selections and accelerating the pace of some hymns
- Advocated for regular meetings of the Program Council
- Advocated to Centennial Committee to repair/replace sign at front of building
- Celebration of Gratitude month (November) by highlighting unsung heroes of UUSP.

Aspirations

- More members
- Simplifying recruitment of greeters and hospitality volunteers
- More musicians from the congregation – choir and instrumentalists with the long-term hope of moving toward an all-member volunteer choir.
- Reconstitution of the Membership Committee
- Shifting assumed responsibility for greeter recruitment to the Membership Committee

Susan Burnore and Sabine Von Aulock, co-chairs

NOMINATIONS FOR OFFICERS FOR FISCAL 2016-2017

Board of Trustees

Three year terms - (to be elected)

Trustee Position #1 (term to expire 2019): **Lori Price**

Trustee Position #2 (term to expire 2019): **Laurie Clement**

To complete the term expiring 2018: **Paul Burnore** (replaced Andrew Chirch)

To complete the term expiring 2017: **Morgan Gresham** (replaced Barbara Riddle)

Two year term remaining (expires 2018)

Cynthia Patterson

Paul Burnore

One year term remaining (expires 2017)

Jane Fanning

Reggie Craig

Morgan Gresham

Officers: (to be elected for one year terms)

Clerk: **Dani Skrzypek**

Treasurer (Acting): **Sally Carville** (Sally has agreed to temporarily remain in this position as we continue to seek a member to fill the office of Treasurer.)

Financial Secretary: **Tee Taylor**

Board of Endowment:

Three year terms - (to be elected)

Endowment Position #1 (term to expire 2019): **Nancy Clark**

Endowment Position #2 (term to expire 2019): **Barbara Rowell**

Two year term remaining (expires 2018)

Karen Frank

Teresa Kelly

One year term remaining (expires 2017)

Kent Fanning

Darren Stowe

Submitted by the Nominating Committee: Morgan Gresham, Chair; Dave Coale; Karen Frank

UU St Pete - Proposed 2016-2017 Budget

Income

Contributions/Loose Offerings	19,025
In Kind Contributions	-
Endowment Pledge	15,000
Interest / Dividends	800
Pledges	134,624
Property Usage	10,800
Bookstore	
Hospitality	
Online Purchase Credits	300
Special Projects	2,400
RE Program	17,300

Total Income	200,249
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Expense

Salaries and Wages

Church Restoration	3,200
Housekeeping	4,190
Musicians/Accompanists	7,750
Minister	45,000
Music Director	7,800
Office Manager	12,000
RE/child care	26,970
Communications Coord	3,100
Sexton	4,680
B&G Maintenance	2,000
Special Events	2,000
Facilities Coord	1,750
Payroll Taxes/Workers' Comp	7,371

Total Salaries and Wages	127,811
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Building & Grounds

Lawn Service	1,440
P&L Insurance	12,000
Repairs/Maintenance	5,000
Security	900
Maintenance Reserve	958
Utilities	16,255

Total Building & Grounds	36,553
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Programs

Canvass	1,550
Care	100
Denominational Dues	1,000
Hospitality	600
Membership	300
Music	1,000
RE	17,300
Social Justice	1,500
Special Projects	200
Worship	2,050

Total Programs	25,600
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Administrative

Advertising	500
Bank Fees	150
Board Discretionary	130
Bookkeeping	3,455
Computer	-
Copier Lease/Maintenance	1,300
Licenses / Fees	150
Office Supplies / Maintenance	1,300
Professional Exp (Minister)	1,260
Telecommunications	2,040

Total Administrative	10,285
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Total Expenses	200,249
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New Business:

UPDATED BYLAW RECOMMENDATIONS FROM THE BOARD OF TRUSTEES

FOR ADOPTION BY THE CONGREGATION AT THE ANNUAL MEETING, TO BE HELD ON APRIL 24TH, 2016

OVERVIEW:

- Goals for updated Bylaws:
- SIMPLIFICATION
- CLARIFICATION
- THIS IS A STEP TOWARD THE LONGER PROCESS OF REVISION WHICH COULD TAKE UP TO 2 YEARS TO COMPLETE

For reference the present Bylaws as amended in 2010 are found by searching the UUSP website.

Seven (7) Recommendations made for 2016 are as follows:

1. ARTICLE I – MEMBERSHIP

Section 1. Qualification

(added sentence, sentence structure change in italics and underlined)

In order to maintain membership, Members accept that we are a covenantal, not a creedal, church and we strive to practice living our covenant with each other. In addition members are expected to participate in the life of the

2. ARTICLE II-MEETINGS

Section 1. Annual. (Change in wording)

"month of April"

3. ARTICLE II - MEETINGS

Section 6. Notice (change wording to add electronic mail)

•Formal notice of the Annual Meeting and for special meetings, except for special meeting as provided for in Article III, Section 12. below, shall be *•...given through the Church publications, Church bulk or, first class mail, when requested and/or electronically to all Members.....*

4. ARTICLE III – BOARD OF TRUSTEES

SECTION 12 (3) Notice (change wording to add electronic mail)

The Notice shall be sent by the Clerk of the Board of Trustees by electronic mail or by regular mail (when requested) to all members.

4. ARTICLE IV - OFFICERS

Add a Section 8 as follows: (addition of a position to fulfill Board/Church function)

Section 8. Assistant Financial Secretary

The Assistant Financial Secretary shall perform the functions of the Financial Secretary in his/her absence.

5. ARTICLE VII – GENERAL PROVISIONS

Section 4. Nominating Committee for Annual Elections. (wording to include Assistant Financial Secretary)

“....along with the offices of Clerk, Treasurer, Assistant Treasurer, Financial Secretary, and Assistant Financial Secretary.”

7. ARTICLE IX – AMENDMENTS

(1) These Bylaws may only be amended at a meeting properly noticed, wherein the notice for said meeting states that the order of business will include proposed Bylaws changes, and includes a copy of the text of the proposed amendment(s).

(2) Prior to sending out such notice, any proposed Bylaws changes must be given to the attorney for the Church for review. Such review shall be for the purposes of insuring conformity of the proposed changes to the Certificate of Incorporation, the Trust Agreement, and other authorizing documents of the Church.

(3) At any such properly noticed meeting, after review of proposed changes by the attorney for the Church, the Bylaws may be amended upon the affirmative vote of sixty percent (60%) of the members present at a Church meeting at which a quorum of at least fifty percent (50%) of the total members of the Church are present.

(4) Voting for Bylaw changes may be done by Absentee Ballot. (See process for Absentee Ballot in Article III, Section 12, (4) Absentee Ballot.

8. ARTICLE XI – Policies and Procedures

Section 3. Publication of Policies and Procedures. (change wording to add electronic mail)

“...through the Church publications, electronic or regular mail by request, and/or announcement from the pulpit.”